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**for a reduced price**

**Tuesday,  
September 1,  
2015**



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

## **ENHANCE YOUR EEO KNOWLEDGE!**

Attend the **2015 EEOC Wisconsin Dells Training Institute Seminar** sponsored by the EEOC Milwaukee Area Office.

This year's exciting and informative seminar will be held at the **Glacier Canyon Lodge Conference Center at The Wilderness Resort** located in Wisconsin Dells, WI.

# **EEOC Wisconsin Dells Seminar**

**U.S. Equal Employment Opportunity Commission**

**SEMINAR LOCATION:**  
Glacier Canyon  
Conference Center at  
The Wilderness Resort

45 Hillman Road  
Wisconsin Dells, WI 53965

*Close to Exit 92 off  
Interstate 90/94*

[www.wildernessresort.com](http://www.wildernessresort.com)

**Seminar includes  
a CD of 2000+ pages,  
a complete EEO LIBRARY!**

Questions about the seminar?  
Contact Maria Flores  
EEOC Milwaukee Area Office  
(414) 297-3594 Phone  
(414) 297-4133 FAX  
(414) 297-1115 TTY  
[maria.flores@eeoc.gov](mailto:maria.flores@eeoc.gov)



## **EEO Training You Can't Afford to Miss!**

Join EEOC for a seminar on the latest developments in EEO law and best practices — from the experts who enforce the law.

# EEOC Wisconsin Dells Seminar

Tuesday, September 1, 2015

[www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

## CANCELLATIONS, REFUNDS, NO SHOWS

Cancellations received more than 10 business days prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

## Top 5 Reasons to Attend an EEOC Seminar

- Get Updates on the Latest Changes to EEO Laws and Regulations
- Avoid Common Pitfalls and Mistakes
- Learn Best Practices
- Prepare for Tough HR Decisions
- Meet the People who Enforce the Laws

## Who Should Attend?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff (seminar approved for EEO Investigator Refresher credit)

## Training Institute Policies - Training Event 15TCHI02

**PAYMENT — \$349** Fee includes seminar, lunch and refreshments at breaks, and an eight-volume EEO library on CD. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

### GET A DISCOUNT PRICE OF \$329 BY:

- 1) registering on-line with a credit card up to the day before the seminar, or
- 2) registering early, by mail or FAX, along with payment by **August 3, 2015**. Mailed check or faxed credit card registrations received after August 3, 2015 will be charged \$349. NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

**Federal and State and Local Government Registrants:** Please note: To request an invoice (to secure payment via check or credit card) **please e-mail, telephone or fax your request to the EEOC Training Institute.** Confirmation of the event is only issued after payment is received by the EEOC Training Institute.

**Federal Government Registrants Using IPAC (Intra governmental payment and collection):** Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

### PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING

**REGISTRATION** - Register at [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov). Credit card and electronic bank check registrations will receive immediate confirmation.

**REGISTRATION QUESTIONS:** Visit the website [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov) or contact our customer service staff at 703.291.0880 or toll free 1-866.446-0940; or send an email to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for more information. TTY# 1.800.828.1120

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101** OR **FAX** your registration with payment to 518.615.8422.

**CONFIRMATION** - Registrants will receive written email or fax confirmation upon receipt of a complete registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Confirmation email should be brought to the event.**

**REASONABLE ACCOMMODATION REQUESTS** - If you need an accommodation, please note it on the registration form and we will contact you.

# SEMINAR AGENDA

EEOC WISCONSIN DELLS SEMINAR  
Tuesday, September 1, 2015



## Schedule

- Registration: 8:00 AM
- Start: 8:45 AM
- Lunch provided
- End: 4:30 PM

## HOTEL LODGING

### Glacier Canyon Lodge at The Wilderness Resort

45 Hillman Road  
Wisconsin Dells, WI 53965  
[www.wildernessresort.com](http://www.wildernessresort.com)

### SPECIAL SEMINAR RATES AVAILABLE:

Double Queen Sofa Room  
\$83/night—single occupancy  
\$99/night—double, triple, and  
quad occupancy

A limited number of discounted  
hotel rooms are available on  
August 31 & September 1, 2015  
for EEOC seminar attendees.

**Reservations must be made  
on or before August 1, 2015 to  
receive special seminar rate.**

Call the hotel at **800.867.9453**  
and provide group code  
**#509893.**

## Update on EEOC and EEO Law - How to Avoid Being a News Headline

*Brian Tyndall, Senior Trial Attorney, EEOC Milwaukee Area Office*

Join us for a review of recent developments in EEO law as well as EEOC guidance, litigation developments and enforcement emphasis areas. Hear about their impact on employers and how you can limit your organization's liability.

## What's New at the National Labor Relations Board?

*Renée M. Medved, Field Attorney, NLRB, Sub-Region 30, Milwaukee Office*

Direct from the NLRB! A staff attorney will provide an update on the latest rules, case decisions and other developments, including the latest NLRB handbook guidance, new representation election rules, new deferral standards, and social media.

## Culture Clash! Differing Cultures, Dress and Languages in the Workplace

*Laurie Vasichek, Senior Trial Attorney, EEOC Minneapolis Area Office*  
*Mike Fischer, Partner, Quarles & Brady LLP, Milwaukee, WI*

A look at the issues created by a diverse workplace including potential legal and interpersonal problems. Gain a better understanding of discriminatory pitfalls and take away best practices in dealing with dress, language issues, religion and accommodations, and more.

## Accommodating Mental Disabilities in the Workplace

*Dennis McBride, Senior Trial Attorney, Milwaukee Area Office*  
*Oyvind Wistrom, Attorney, Lindner & Marsack, S.C., Milwaukee, WI*

Our experienced EEOC attorney and defense counsel will tackle the unique issues employers may face when dealing with invisible, often stigmatized, mental disabilities in employment settings. From medical disclosure to accommodations, learn about employer responsibilities and how to respond in a compassionate, fair and realistic way.



**Going Green!** Electronic copies of the seminar materials will be made available online prior to the seminar. A link will be emailed to registered participants who provide an email address. Participants that are unable to access the link should contact Maria Flores, Program Manager, at 414.297.3594 or [maria.flores@eeoc.gov](mailto:maria.flores@eeoc.gov).

**Credits:** HRCI recertification credits and Wisconsin Continuing Legal Education (CLE) credits will be requested. This seminar meets the yearly refresher training requirement for federal agency EEO investigators.

Please complete this form legibly and in its entirety. Please complete one form per attendee.

**QUESTIONS ABOUT  
REGISTRATION?**

**1.866.446.0940**

**1.800.828.1120 TTY**

**eeoc.traininginstitute@eeoc.gov**

**3 ways to  
register**

• **ON-LINE - GET  
DISCOUNT PRICE!**

[www.eeotraining.eeoc.gov](http://www.eeotraining.eeoc.gov)

(payment by credit card  
and online check only)

• **MAIL**

EEOC Training Institute  
6841 Elm Street  
Suite 1092  
McLean, VA 22101

• **FAX** to 518.615.8422

By registering for a  
Training Institute  
event, you agree to  
all applicable  
Institute policies.

**Directions to Location  
of Seminar Hotel &  
Conference Center**

The Glacier Canyon Lodge and the Glacier Canyon Conference Center are located close to exit 92 off Interstate 90/94. Take Exit 92 and turn north to merge onto US-12W/Wisconsin Dells Pkwy S. Travel approximately one mile. Turn right onto Hillman Road. The lodge and conference center will be on the left.

**EEOC Wisconsin Dells Seminar - September 1, 2015**

Event Code 15TCH102

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_ Suborg \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-Mail \_\_\_\_\_

Business Telephone ( ) \_\_\_\_\_ ( ☐ if TTY, please check)

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, in order for you to attend this program? ☐ Yes Describe accommodation requested or special diet needed.

**AMOUNT OF PAYMENT: \$349 Discount Price of \$329 available** for online registrations up until the day before the seminar and for mailed check or mailed/faxed credit card payment registrations **received by August 3, 2015**. Faxed/mailed credit card registrations received after August 3, 2015 will be charged \$349.

**Credit Card** ☐ MasterCard ☐ Visa ☐ American Express ☐ Discover

Account # \_\_\_\_\_ Expiration Date \_\_\_\_\_

Cardholder Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_ Card Security Code \_\_\_\_\_

Cardholder Email address \_\_\_\_\_

Cardholder mailing address \_\_\_\_\_

☐ **Check Payable to EEOC Training Institute** 6841 Elm Street, Suite 1092, McLean, VA 22101

☐ **State/Local Government** contact the **EEOC Training Institute** to request an invoice to secure payment via check or credit card. Please call 1-866.446.0940 or send an e-mail to

[eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov).

☐ **Federal Government Agencies** must complete the EEOC's Inter Agency Agreement (IAA Form) at the time of registration. Please contact the EEOC Training Institute at 1-866.446.0940 or send an e-mail to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov).

**PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING.**

Person filling out this form (if different than registrant)

Name \_\_\_\_\_

Email \_\_\_\_\_

**Have you attended** an EEOC sponsored seminar, course or conference in the last 5 years? ☐ Yes ☐ No

**# Employees at Your Facility:**

- ☐ Under 50  
☐ 50-99  
☐ 100-249  
☐ 250-499  
☐ 500-999  
☐ 1,000+

**Your Organization's Business Type:**

- ☐ Federal Gov't  
☐ State/Local Gov't  
☐ Private

**Your Position Category:**

- ☐ Attorney ☐ EEO Director, Manager, Supervisor  
☐ EEO Professional (Investigator, Counselor, Specialist)  
☐ HR Director, Manager, Supervisor ☐ HR Staff  
☐ Mediator, ADR ☐ Other Manager, Supervisor  
☐ President, CEO, Owner ☐ Union Representative  
☐ Other \_\_\_\_\_

**How did you learn about our seminar?**

- ☐ Brochure in mail ☐ Email ☐ Colleague  
☐ Website/Internet ☐ Newspaper/Radio Ad  
☐ Professional Organization ☐ SHRM ☐ EEOC event  
☐ Other \_\_\_\_\_